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LABOR MARKET REVIEW

HAWAII 1982

DEPARTMENT OF LABOR
AND INDUSTRIAL RELATIONS
STATE OF HAWAII

PREFACE

The **LABOR MARKET REVIEW (LMR)** provides labor force information for the State of Hawaii, the Honolulu Standard Metropolitan Statistical Area (SMSA) and the counties of Hawaii, Maui, and Kauai. Included in this report are population and labor force analyses, summary of occupational needs, employment and training programs, and an outlook. This issue recaps the developments of calendar year 1982.

The LMR is intended to provide local information for employment and training program planning purposes.

Comments and suggestions regarding the format or content of this report are welcome. Please direct them to:

RESEARCH AND STATISTICS
Labor Market and Employment Service
Research Section
State Department of Labor and
Industrial Relations
P.O. Box 3680
Honolulu, Hawaii 96811

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HIGHLIGHTS

In 1982, weak economic conditions prevailed in Hawaii.

EMPLOYMENT

Statewide, the total number of employed crept **up** by 0.5 percent or 2,000 for a count of 428,000.

JOBS

The total nonagricultural jobcount **decreased** by 0.9 percent or 3,700 positions to 401,100.

UNEMPLOYMENT

Bounding upward, the jobless count **increased** by 29.2 percent or 7,000 persons to 31,000, raising the unemployment rate to 6.7 percent.

HOURS AND EARNINGS

Employees in all surveyed industries averaged **higher weekly earnings,** despite some **cutback in** the average number of **hours** worked a week. Average hourly earnings were greater, too, for all selected industries except for textile and apparel.

OCCUPATIONAL NEEDS

Jobseekers registered with the Hawaii State Employment Service offices **outnumbered job openings** by a ratio of nearly 5:1.

OUTLOOK

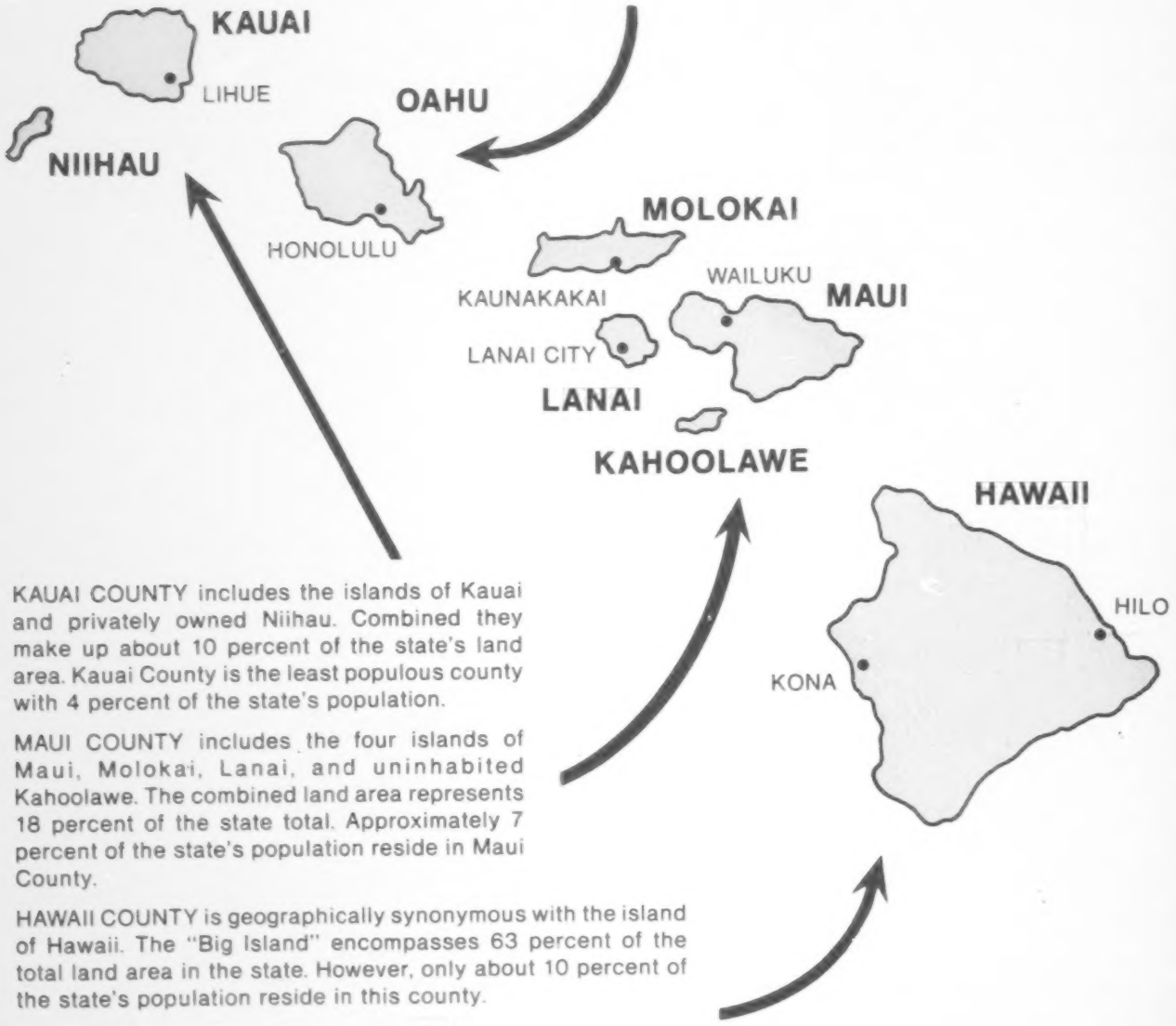
The **state's economy,** led by tourism, is **expected to pick up momentum** as the nation's economic health improves. Employment will increase moderately, while unemployment should subside, lowering the jobless ratio.

DESCRIPTION OF THE STATE

The State of Hawaii has a land area of 6,425 square miles and ranks 47th in the nation in size. The State consists of seven major inhabited islands: Hawaii, Maui, Oahu, Kauai, Molokai, Lanai, and Niihau. It is organized administratively into four counties: Honolulu, Hawaii, Maui, and Kauai.

CITY AND COUNTY OF HONOLULU

CITY AND COUNTY OF HONOLULU encompasses the entire island of Oahu and is also designated as a Standard Metropolitan Statistical Area (SMSA). Although the smallest county in size (9 percent of the state's land area), approximately 80 percent of the population reside on Oahu.



KAUAI COUNTY includes the islands of Kauai and privately owned Niihau. Combined they make up about 10 percent of the state's land area. Kauai County is the least populous county with 4 percent of the state's population.

MAUI COUNTY includes the four islands of Maui, Molokai, Lanai, and uninhabited Kahoolawe. The combined land area represents 18 percent of the state total. Approximately 7 percent of the state's population reside in Maui County.

HAWAII COUNTY is geographically synonymous with the island of Hawaii. The "Big Island" encompasses 63 percent of the total land area in the state. However, only about 10 percent of the state's population reside in this county.

DEVELOPMENTS
ECONOMY

Hawaii's economy experienced another unsatisfactory year in 1982, despite growth in two major sectors. Gains in tourist arrivals and federal defense spending were restrained by poor performances in other sectors — namely contruction and agriculture. Unemployment was high, increasing by 29 percent from last year. One positive highlight of the year was the slowdown in the rate of increase in consumer prices. Nevertheless, it was another stumbling year for Hawaii.

Labor market conditions worsened in the state during 1982. Employment increased by a mere 0.5 percent to 428,000; unemployment advanced by 7,000 to 31,000. As a result, the unemployment rate climbed to 6.7 percent from 5.4 percent. The total nonagricultural wage and salary jobcount decreased by 3,700 to 401,100. Construction was the hardest hit, losing 3,900 jobs. Hotels, government, and trade were the only major industries that added jobs in 1982.

Per capita income in Hawaii amounted to $11,652 in 1982, a 5.3 percent gain over 1981's total of $11,068. Inflation continued but at a slower rate. Honolulu's Consumer Price Index (CPI) rose by 6.0 percent during 1982, halting three years of double-digit inflation.

Tourism revived after two years of essentially no-growth in the industry. The visitor count grew by 7.8 percent, passing the four million mark for the first time. Growth in the visitor count resulted mainly from an invigorating 10.2 percent boost in the number of westbound visitors. The number of hotel rooms increased by 2.9 percent in 1982. In October 1981, there were 57,239 hotel rooms, but by October 1982 the state inventory reached 58,927. The hotel occupancy rate for the state was up, averaging 70.4 percent. Visitors spent $3.7 billion in 1982, 15.6 percent more than in 1981.

Defense expenditures totaled $1.693 billion almost 17 percent above 1981 levels. A substantial part of the increased spending was for the purchase of goods and services locally.

Hawaii's sugar industry managed to partially offset its big 1981 loss of revenues. Sugar sales increased modestly from $207.4 million in 1981 to $230.8 million in 1982, although the production of raw sugar dropped below a million short tons for the year. The industry still encountered low sugar prices caused by the worldwide oversupply of sugar and the hazy future of government support programs. The pineapple industry also faced a world oversupply of the fruit during 1982. Production of the fresh fruit was up, 670,000 tons in 1982 in contrast to 636,000 in 1981. The farm value of pineapple reached $99.5 million in 1982. The sales of other crops faltered, largely due to poor export markets and bad weather. Sales dropped slightly from $104.1 million in 1981 to $104.0 million in 1982.

The construction industry experienced a contraction in 1982, as interest rates remained high and the recession lingered. The value of construction put in place amounted to $1.32 billion, down 16.5 percent from the $1.58 billion of 1981. Private building authorizations (an indication of future building activities) declined by 20.6 percent to $663.9 million. Government contracts awarded, on the other hand registered some growth in construction, up 2.6 percent to $459.2 million. Construction employment continued to slide further, decreasing by 17.7 percent to 18,000 in 1982.

Retail trade, as reflected by the retailing tax base, hit $6,875 billion in 1982, a small gain of 2.6 percent over 1981. During a recession, it is typical for consumers to cut back on unnecessary spending. Wholesale showed a decrease of 9.1 percent from 1981 to $3.208 billion in 1982.

The visitor count passes the four million mark.

ECONOMIC TRENDS DURING PAST DECADE
STATE OF HAWAII

	UNITS OF MEASURE	MOST RECENT YEAR*	YEAR BEFORE	TEN YEARS BEFORE
Population:				
Total resident	persons	994,000	979,000	828,000
Civilian resident	persons	938,900	924,400	776,000
Total de facto	persons	1,084,200	1,065,500	869,500
Civilian Labor Force:				
Total civilian labor force	persons	458,000	450,000	351,000
Employed	persons	428,000	426,000	324,050
Unemployed	persons	31,000	24,000	26,950
Unemployment rate	percent	6.7	5.4	7.7
Nonagricultural Jobs	jobs	401,100	404,800	312,700
Per Capita Personal Income	dollars	11,652	11,068	5,170
Consumer Price Index, All Items	1967=100	267.6	252.4	122.8
Tourism and Recreation:				
Overnight and longer visitors	1,000 persons	4,243	3,935	2,244
Average daily visitor census	persons	105,021	95,968	50,143
Visitor expenditures	$ million	3,700	3,200	840
Hotel rooms, October	number	58,927	57,239	35,653
Hotel occupancy, Oahu/Waikiki	percent	77.7	73.9	70.0
Hotel occupancy, Neighbor Isles	percent	60.0	59.1	66.4
Defense Expenditures	$ million	1,693	1,449	74.4
Agriculture:				
Crop sales	$1,000	434,294	401,248	186,255
Sugar (unprocessed cane)	$1,000	230,800	207,400	117,300
Pineapple (fresh equivalent)	$1,000	99,484	89,745	43,900
Other crops	$1,000	104,010	104,103	25,055
Sugar production, 96° raw value	1,000 short tons	983	1,048	1,119
Pineapple prod., canned fruit and juices	1,000 actual cases	INA	17,756	25,173
Pineapple prod., fresh equivalent	1,000 tons	670	636	947
Construction and Housing:				
Honolulu contruction cost index				
Single-family residence	1967=100	304.7	291.2	135.2
High-rise building	1967=100	330.3	308.2	133.6
Housing units, April 1	number	348,980	342,873	239,000
Owner-occupied	number	144,000	142,090	101,000
Construction completed	$ million	1,323.9	1,584.7	714.3
Private construction authorizations	$ million	663.9	835.9	446.0
Government contract awards	$ million	459.2	447.5	348.0
Trade:				
Retailing tax base	$ million	6,875.0	6,700.8	2,145.3
Wholesaling tax base	$ million	3,207.8	3,528.8	971.6

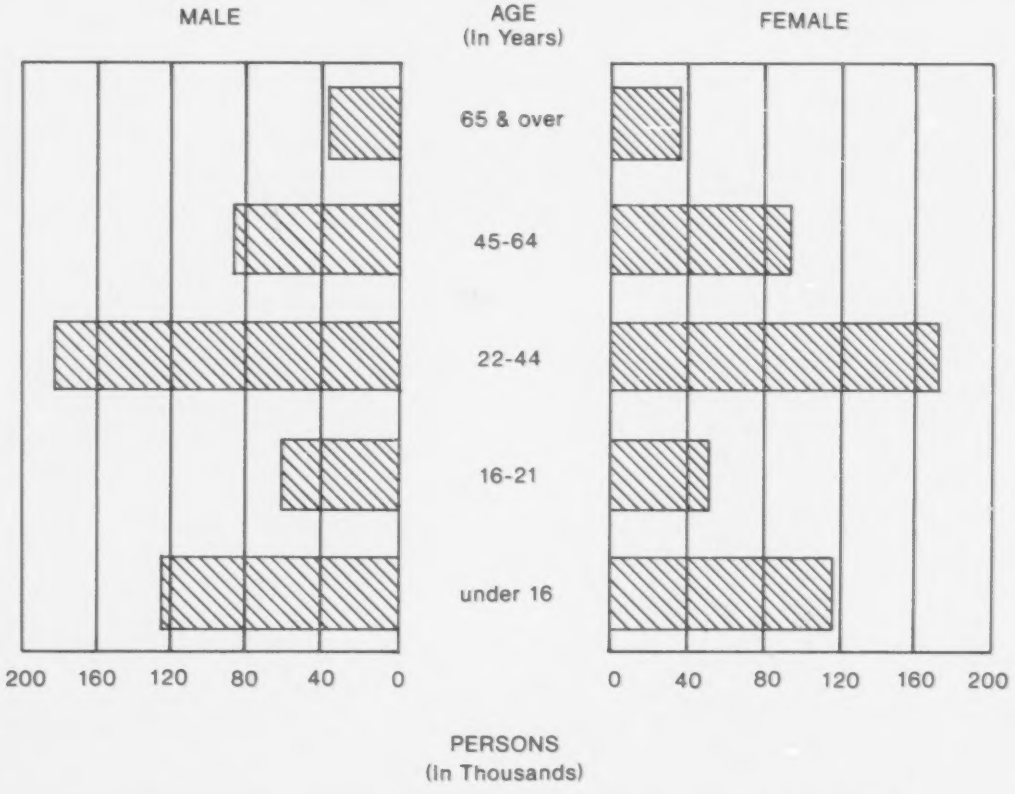
INA — Information Not Available.
*Most recent year is 1982.
Sources: Bank of Hawaii, First Hawaiian Bank, Hawaii Agricultural Reporting Service, Hawaii State Department of Labor and Industrial Relations, Hawaii State Department of Planning and Economic Development, and Hawaii Visitors Bureau.

POPULATION

When comparing U.S. Census figures of 1970 to 1980, Hawaii's total resident population shows an increse of 194,778 persons with growth recorded in all counties. This represents a 25.3 percent gain over the ten year period for a total of 964,691 persons. Registering the largest increase, Maui County grew by more than 50 percent, while Hawaii County increased by 45 percent, Kauai County by 31 percent, and the City and County of Honolulu by about 20 percent.

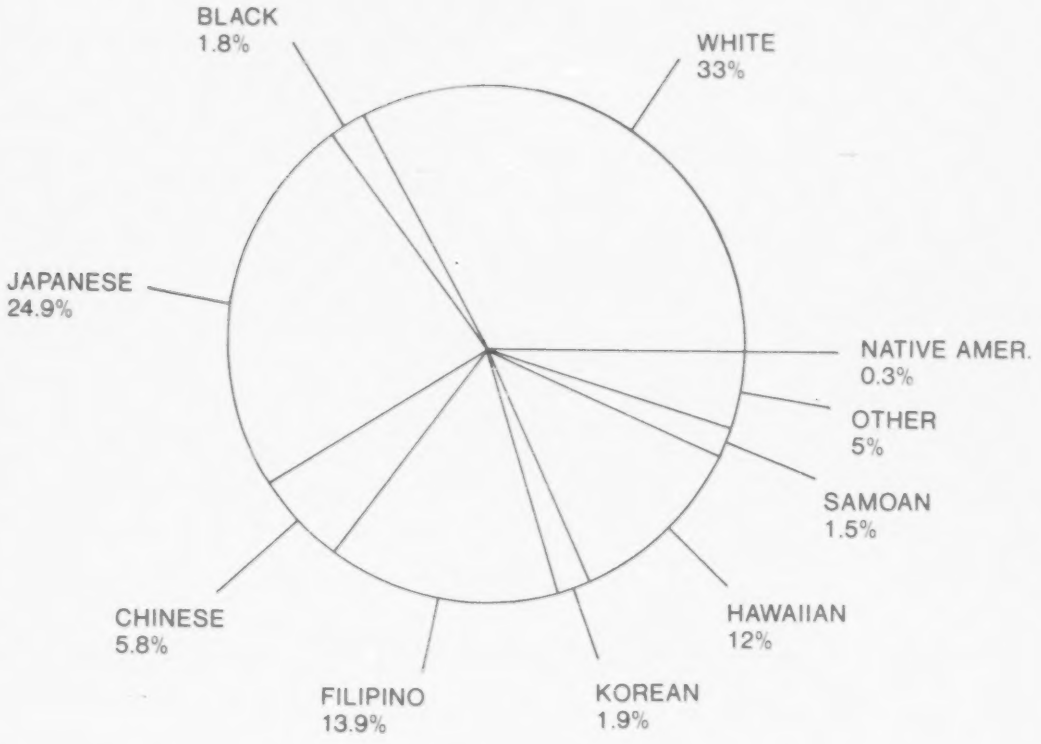
Males had the edge over females in each county, with their share amounting to slightly more than 50 percent. Approximately 37 percent of the population were 21 years old and below with another 37 percent in the 22 to 44 age bracket. The remainder to the population consisted of those 45 years and above. A major portion of this older group resided in the neighbor island counties. Following the national trend, the birthrate for the state over the past two decades has declined, while life expectancy for the average person has increased. Accordingly, the median age of the general population has steadily increased from 24.3 in 1960 to 25.0 in 1970, finally reaching 28.3 in 1980.

TOTAL RESIDENT POPULATION BY SEX AND AGE
STATE OF HAWAII, 1980



Source: U.S. Bureau of the Census, Census of Population and Housing, 1980.

TOTAL RESIDENT POPULATION BY ETHNICITY STATE OF HAWAII, 1980



Source: U.S. Bureau of the Census, Census of Population and Housing, 1980.

Ethnically, whites were in the majority, statewide, with 33 percent of the total. Other major ethnic groups included Japanese (25 percent), Filipino (14 percent), and Hawaiian (12 percent). The white and Japanese populations in each county were represented in relatively equal proportions, while the Filipino population was proportionately higher in Kauai County as was the Hawaiian population in the counties of Hawaii and Maui.

Updated population estimates for the state by the Department of Planning and Economic Development indicated that as of July 1, 1982, Hawaii had approximately 994,000 residents. This total should have gone beyond the one-million mark during the latter half of 1982, assuming a growth rate of between 1.0 and 1.5 percent. Broken down by counties, Honolulu had an estimated 775,200 residents as of July 1982. Neighbor island estimates showed totals of 98,000 for Hawaii County, 79,800 for Maui County, and 40,800 for Kauai County.

EMPLOYMENT BY INDUSTRY STATEWIDE

Statewide, labor force estimates for 1982 made a poor showing; thus, reflecting Hawaii's overall weak economy. The total number of employed increased by a meager 0.5 percent or 2,000 for a count of 428,000, while the number of unemployed jumped by 29.2 percent or 7,000 to 31,000. Consequently, the unemployment rate increased from 5.4 percent to 6.7 percent.

Although the total nonagricutural jobcount decreased by 0.9 percent or 3,700 positions to a count of 401,100, a few industries did display job growth. The hotel sector showed the biggest gain in positions (1,650) as tourism picked up and several hotels opened or expanded their payrolls, primarily on the neighbor islands. Other sectors showing growth included the federal government (1,150), trades (450), and state government (400).

in 1982, as the Maui Marriott Resort at Kaanapali and Sheraton Kauai's Garden Wing at Poipu opened their doors. The new Sheraton Royal Waikoloa on the Big Island and the Waiohai on Kauai also added to the industry's jobcount as they built up their staffs, becoming fully operational during the year.

Government employment expanded, primarily due to growth in the federal government's payroll. Increases in defense and non-defense spending during 1982 aided in adding 1,150 positions to the federal government payroll, an expansion of 3.8 percent from the previous year. State government added 400 positions, while local government slid by 1.5 percent, losing 200 positions. Decreases in local government payrolls may be attributed to the final phasing out of the CETA program.

Trade logged in 450 more jobs in 1982, a growth of 0.4 percent. The neighbor islands were responsible for the new positions with the opening of several restaurants and retail outlets, particularly on Maui and the Big Island.

Transportation, communication, and utilities registered a decline of 200 jobs, dropping to 31,700. The sagging economy and deregulation of the airline industry created stiff competition and "fare wars", leaving many airlines in financial difficulty. In addition, United Airlines downgraded Hilo to a part-time station during this period.

Tourism revived after two years of essentially no growth.

LABOR FORCE ESTIMATES
1981 AND 1982

	STATE OF HAWAII		HONOLULU SMSA		HAWAII COUNTY		MAUI COUNTY		KAUAI COUNTY	
	1981	1982	1981	1982	1981	1982	1981	1982	1981	1982
Civilian Labor Force	450,000	458,000	345,950	351,100	44,300	44,950	39,150	41,950	20,650	21,000
Unemployment	24,000	31,000	17,050	21,500	3,400	4,450	2,300	3,300	1,200	1,700
Percent Unemployed	5.4	6.7	4.9	6.1	7.7	9.9	5.9	7.9	5.9	8.1
Employment	426,000	428,000	328,850	329,600	40,850	40,500	36,800	38,600	19,450	19,300
Total Nonagricultural Wage and Salary Jobs	404,800	401,100	332,300	327,250	28,850	28,700	28,450	30,050	15,200	15,050
Construction	21,900	18,000	17,550	14,450	1,850	1,500	1,650	1,500	800	600
Manufacturing	23,000	22,450	16,800	16,400	2,900	2,750	1,950	2,000	1,300	1,300
Transportation, Communication, and Utilities	31,900	31,700	26,600	26,350	1,950	1,900	1,800	1,850	1,600	1,600
Trade	105,450	105,900	87,300	87,300	7,250	7,350	7,150	7,550	3,750	3,750
Finance, Insurance, & Real Estate	31,700	31,700	27,250	27,250	1,300	1,350	2,300	2,250	900	850
Services and Miscellaneous	101,900	101,050	81,450	79,050	7,100	7,300	9,300	10,550	4,050	4,200
Hotels	24,800	26,450	14,500	14,700	3,000	3,200	5,300	6,450	2,000	2,150
Other Services & Miscellaneous	77,100	74,600	66,950	64,350	4,100	4,100	4,000	4,100	2,050	2,050
Government	89,000	90,300	75,400	76,550	6,500	6,600	4,300	4,350	2,750	2,800
Federal	30,350	31,500	29,250	30,400	600	600	250	250	250	250
State	45,250	45,650	36,650	36,800	4,100	4,250	2,850	2,900	1,700	1,700
Local	13,350	13,150	9,550	9,350	1,800	1,750	1,200	1,200	850	850
Agricultural	11,500	11,300	2,750	2,700	3,750	3,800	3,550	3,400	1,550	1,400

Note: Except for percents, data are rounded to the nearest 50. Totals may not add due to rounding. Estimates for civilian labor force, unemployment, unemployment rate, and employment are based on the Current Population Survey, a people count by place of residence. Wage and salary job estimates are products of the Current Employment Statistics Program.

Source: Labor Force Data Book, State of Hawaii, Department of Labor and Industrial Relations.

Finance, insurance, and real estate remained unchanged from the previous year. The recession kept the monetary supply tight, even though interest rates fell. As a result, the real estate market suffered, forcing established companies to reduce staff and cut back on expenses.

A decline in construction activity disrupted employment in **manufacturing,** which fell by 2.3 percent or 550 jobs. Hawaiian Western Steel and Cyprus Hawaiian Cement were forced to shut down periodically and Hilo Iron Works reduced its workforce during this period. Furthermore, a world oversupply of sugar and pineapple necessitated the shutdown of several sugar mills and pineapple cannery operations.

The jobcount in **other services** dropped by 3.2 percent or 2,500 positions. The poor economy had a definite impact on other services. Hampered were activities in business and personal services, recreation and amusement establishments, and membership organizations. During this year Media Five, one of the state's larger architectural firms, laid off some of its employees and the Royal Theater in Waikiki was demolished.

Doing the most poorly, **construction** showed a drop of 17.7 percent or 3,900 jobs. The depressed economy continued to discourage developers, especially in the residential sector. Commercial and government contracts again bolstered the industry. On Oahu, projects included the $126 million Executive Centre, the $19 million H.M.S.A. building, the $40 million Halekulani reconstruction, the $101 million Tripler Hospital renovation, and the $153 million H-1 Keehi interchange project. Projects on the neighbor islands included the Hilo Hospital expansion on the Big Island, improvement of Kahului Harbor, the Kula Hospital and Luana Gardens low-rent housing project on Maui, and a new runway at Lihue airport on Kauai.

World surpluses of sugar, coupled with a decline in sales of canned pineapple due to stiff foreign competition, caused employment in **agriculture** to fall below the previous year's level, decreasing by 200 jobs or 1.9 percent. Several sugar and pineapple plantations were forced to shut down for a few weeks as a means to cut costs. Rain and fungus hampered growth of several crops, placing employment in diversified agriculture in a similar slow growth situation.

HONOLULU SMSA

Poor economic conditions, evident nationwide, were reflected in civilian labor force estimates for Honolulu SMSA during 1982. While the total number of employed experienced a small gain of 750 or .2 percent, the total number of unemployed rose by 4,450 or 26.1 percent, a dramatic increase over the prevous year. As a result, the jobless ratio was forced upwards to 6.1 percent.

Honolulu SMSA lost 5,050 nonagricultural wage and salary jobs during 1982, a drop of 1.5 percent from 1981. Bankruptcies on Oahu were on the upswing, and almost all sectors showed decreases in positions. Much of the downturn can be attributed to low sugar prices and the slump in construction. The only areas displaying positive growth rates were the federal and state governments and the hotel sector.

Government spending has played a major role in the development of Oahu's economy over the previous years. The **federal government,** in particular, has been an important factor with increases in both defense and non-defense expenditures. In 1982, the federal government increased its payroll by 1,150 positions or 3.9 percent. **State government** was able to add 150 jobs, a gain of .5 percent.

Although visitor traffic to Oahu was sluggish during the early part of the year, signs of encouragement began to emerge as tourism started picking up during the latter half of 1982. As a result, the **hotel** sector increased by 1.3 percent or 200 more jobs. The March opening of the 1,056-room Tapa Tower at the Hilton Hawaiian Village Hotel also aided in boosting the jobcount in this industry.

Trade, usually a strong pillar in Oahu's labor market, experienced very little change. The slowdown may have been the result of conservative consumer spending and the poor economic climate prevalent during 1982. Businesses keeping trade in check were: Woolworth and Joseph Magnin Co. Inc., closing their downtown stores; Host International Inc., pulling out of its contract at the Honolulu International Airport; and Aloha Motors, closing in August of 1982. Activities supporting the industry included: the opening of the Windward Mall in Kaneohe, the Hale Ku'ai Shopping Center in Haleiwa, and the Kuapa Kai Shopping Center in Hawaii Kai; and the starting up of new restaurants by Jolly Roger, Jack-In-The-Box, and Burger King.

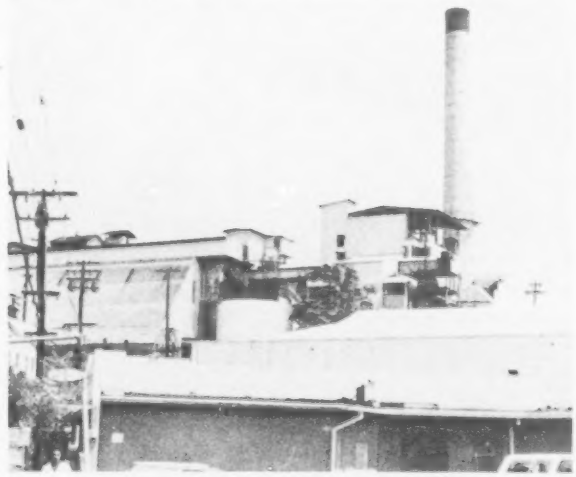
Transportation, communication, and utilities lost 250 from its payroll, falling by .9 percent. The primary cause for the negative showing in this sector can be attributed to transportation as the

sagging economy and deregulation of the airline industry created stiff competition and "fare wars," leaving many airlines in considerable financial difficulty.

Local government payrolls during 1982 diminished by 2.1 percent or 200 positions. Much of the decrease was due to the final phasing out of the CETA program.

Feeling the effects of a depressed construction industry, **manufacturing** lost 400 jobs, decreasing by 2.3 percent. Companies such as Hawaiian Western Steel and Cyprus Hawaiian Cement, producing construction related materials, were forced to shut down periodically because of low building activity. Pineapple cannery operations were also hampered with temporary shutdowns due to the world oversupply.

Other services, typically a stronghold in Oahu's labor force, saw a drop of 3.9 percent or 2,600 from its jobcount. The poor economy and cautious spending by consumers may be responsible for the decrease. Drops were evident in business and personal services, recreation and amusement establishments, and membership organizations. Media Five, one of the state's larger architectural firms, laid off some of its employees because of federal budget constraints and a slow local economy. E.K. Fernandez dropped plans to turn Kahuku Sugar Mill into a theme park, the Royal Theater in Waikiki was demolished, and the Pearlridge Hospital closed its doors.



Oahu Sugar shut down for two weeks.

Dropping its jobcount by 3,100 or 17.6 percent, the **construction** industry was the hardest hit during 1982. High interest rates and the national recession continued to leave their marks on the industry, expecially in the residential sector. The construction pipeline was gradually drying, as fewer building permits were isssued for 1982. Commercial and government projects again gave aid to construction payrolls with projects such as: the 41-story, $126 million Executive Centre; the new 7-story, $19 million H.M.S.A. building; Crazy Shirts, Inc.'s new $3 million complex; Windward City Shopping Center's $4 million remodeling project; Hawaii Business Park an $11 million warehouse and light industrial complex; the Halekulani Hotel's $40 million reconstruction; the new Wahiawa police station at a cost of $2.5 million; Tripler Army Medical Center's $101 million renovation project; the H-1 Keehi interchange project at $153 million; and various other public works projects throughout the island.

As sugar and pineapple continued to lose ground during 1982, employment in **agriculture** dropped by 1.8 percent for a loss of 50 positions over-the-year. Both sugar and pineapple suffered from low prices caused by a world surplus and stiff foreign competition. In efforts to keep their operations viable, Waialua Sugar Company and Amfac's Oahu Sugar Company shut down for two weeks and announced plans to cut back on acreage and reduce their work forces over the next few years.

HAWAII COUNTY

Labor force estimates for calendar year 1982 reflected another down year for Hawaii County. Despite encouraging signs that the visitor industry was recovering, the county had to cope with a year of high unemployment. The number of unemployed soared upward by 30.7 percent to 4,450, escalating the jobless ratio to 9.9 percent. Employment, by contrast, dropped to 40,500 — a 0.9 percent decline from the previous year.

The total nonagricultural jobcount of 28,700 showed a loss of 150 jobs over-the-year. Some industries which helped to strengthen the jobcount were hotels which acquired the largest number of new jobs, trade, and state government.

Tourism was encouraging in 1982, largely due to low airfares and promotional efforts spearheaded by the county. **Hotel** jobs shot up by 6.3 percent, the highest rate of growth by industry. The additional 200 jobs pushed the total hotel jobcount to 3,200 for this period. The new Sheraton Waikoloa augmented the hotel industry's job tally by enlarging its staff, becoming fully operational during the year.

Trade registered a 1.2 percent job expansion to 7,350 in 1982. Burger King, a nationally known burger house, opened in Hilo.

State government was the only public sector to exhibit a gain in its jobcount, growing by 2.9 percent to 4,250. **Federal government** held

steady at 600 and **local government** dropped by 1.1 percent to 1,750.

With the addition of 50 positions to its payroll, **finance, insurance, and real estate** posted a 5.1 percentage gain in new jobs. This increased the industry's jobcount to 1,350 during 1982. A financial institution opening during this period was Honolulu Federal Savings and Loan Association in the Keeau Town Center.

Other services displayed no change in employment during 1982. Its jobcount remained at 4,100.

Transportation, communication, and utilities dropped by 50 positions to 1,900. United Airlines downgraded Hilo to a part-time station during this period.

Manufacturing declined by 4.9 percent to a total of 2,750. Some of the cutbacks arose from the shutdown of sugar mills triggered by the worldwide oversupply of sugar. Jobs involved with the manufacturing of construction supplies also dropped during this period. One prominent firm, Hilo Iron Works, reduced its workforce in 1982.

Construction underwent a slump in 1982, decreasing by a drastic 20.3 percent or 350 positions to 1,500. Recessionary conditions and a three-year decline in tourism apparently prompted this downturn in the building industry. However, public work projects bolstered the ailing industry during this tumultuous period. Government contracts provided jobs for construction workers with projects such as the $30 million expansion of the Hilo Hospital Complex, a $1.2 million events pavilion at the Kona Airport State Park, and other various capital improvement projects.

Puna Sugar acreage.

Agriculture increased by 50 positions to 3,800 despite a number of setbacks in the industry. Diversified agriculture was responsible for the job growth during this period. Macadamia nut production continued as Mauna Kea Sugar Co. began a 10-year conversion program, replacing sugarcane land with macadamia nut orchards. Coffee production was favorable due to higher prices received for the crop. Flowers and nursery products encountered some difficulties in 1982, largely due to marketing problems and stiff foreign competition. The sugar industry endured another year of depressed sugar prices, making sugar growing somewhat unprofitable. As a result, Amfac's Puna Sugar Co. will close by 1984 and other companies are reassessing their operations.

MAUI COUNTY

In 1982, the resurgence of tourism boosted Maui County's economy, leading the way to recovery after a period of sluggish economic conditions. The number of people in the civilian labor force increased by 7.2 percent or 2,800 as a result of the 43.8 percent increase in unemployment and the 4.9 percent increase in employment. The net effect was an increase in the unemployment rate from 5.9 percent in 1981 to 7.9 percent in 1982.

Maui County's total nonagricultural wage and salary jobcount advanced by 5.7 percent or 1,600 positions. The hotel sector led the way in the jobcount expansion (+1,150), followed by trades (+400) and other services (+100). Transportation, communication, and utilities; government; and manufacturing increased by 50, while finance, insurance, and real estate and construction lost positions.

A well-developed promotion and marketing program made tourism one of the vital factors in Maui County's economy. Going up by 21.8 percent, employment in **hotels** showed the largest increase by industry. The major contributor was the 720-room Maui Marriott Resort at Kaanapali with its 800 new employees.

Trade expanded by 5.6 percent, adding 400 to its payroll. While no shopping centers opened up, several small businesses popped up throughout the county. These included a new branch of Hamai Appliance in the West Maui Center, and the start up of The Butcher Shop, a volume meat purchasing chain in the Kahului industrial area.

Growing by 1.9 percent, **other services** went

up by 100 positions. Supporting this sector were; the establishment of Kihei Physicians, a medical facility in the Kihei Professional Plaza; the Health Center Pacific in Wailuku, practicing a multicultural approach to health problems; and the opening of The Lahaina Sound Recording Studios, Inc., a recording studio in Lahaina Square.

Jobs in **transportation, communication, and utilities** registered a gain of 3.5 percent, bringing its jobcount up by 50 slots for a total of 1,850. Improving service to inter-island travelers, Mid-Pacific Airlines added a sixth plane to its fleet and increased the frequency of flights between Maui and Honolulu. In addition, three weekly Mainland to Maui public chartered flights took place. SunTrips of California operated Sunday flights through Arrow Airways, Inc.

Mid Pacific Airline ticket counter.

The **federal** and **local governments** showed no change in positions, while the **state government** reflected an increase of 2.3 percent or 50 positions.

Manufacturing exhibited a slight increase of 1.8 percent or 50 positions. A new 16-page weekly newspaper called the "Maui Reporter" made its debut in July.

Finance, Insurance, and real estate dropped by 1.9 percent or 50 positions. The economic slowdown forced Alexander and Baldwin to lay off some personnel, and the scarcity of mortgage money slowed real estate sales. Meanwhile, several financial institutions opened in Maui County: the Bank of Maui, National Association opened a branch in Kihei; the Aloha National Bank and Honolulu Federal Savings and Loan opened in the Kihei Professional Plaza; and City Bank opened a Kahului branch.

Construction was the hardest hit of all industries dropping by 9.1 percent or 150 positions. Maui County, however, had a strong public works program, bolstering the industry with projects such as improvement of Kahului Harbor, construction of the new Honoapiilani Highway, and expansion of the Kahului Airport terminal complex. Non-government projects included a Safeway and a Pay 'n Save in Kahului, a new Kaiser Clinic in Wailuku, Alexander and Baldwin's Maui Industrial Park III, and the completed Kihei Professional Plaza.

Agriculture dropped by 3.1 percent or 150 positions. The world oversupply and depressed prices of both sugar and pineapple adversely affected agriculture on Maui County. As a result, cost-efficiency measures were taken to minimize losses. Pioneer Mill and Hawaiian Commercial and Sugar were temporarily shut down due to high operating costs.

KAUAI COUNTY

Kauai's economy was bleak in 1982. The county grappled with the recession and was further crippled by the damage inflicted by Hurricane Iwa. By year's end, the average number of employed retreated by .8 percent to 19,300, while the average number of unemployed zoomed up 40.1 percent to 1,700. Since the growth in the jobless figure greatly surpassed that of employment, a higher unemployment rate of 8.1 percent resulted. This rate was more than 2 percentage points above the previous year's rate of 5.9 percent.

The total nonagricultural wage and salary jobcount of 15,050 represented a 1.0 percent decline or 150 job loss over-the-year. The industries which took the hardest blows were construction, diving by 29.8 percent, and finance, insurance, and real estate, sliding by 5.9 percent. Only one sector, hotels, advanced by any discernable extent, increasing by 7.0 percent. The remaining industries were for the most part dormant, neither increasing or decreasing by more than 2.3 percent.

Construction jobs, numbering 600, were scarce in 1982, reflecting a loss of 200 slots. The industry was largely sustained by government contracts such as the resurfacing project on the runway at the Pacific Missile Range, the new Lihue Airport runway, and the Brydeswood Terrace subdivision, a county housing project.

The **finance, insurance, and real estate** sec-

tor experienced a downtrend of 50 fewer jobs to 850, due to the lack of confidence on the consumer's part to spend.

On the positive side, **hotel** employment gained an additional 150 slots to 2,150. Fueling this growth was the opening of Sheraton Kauai's Garden Wing at Poipu and the year long operation of the new Waiohai. This sector's gain probably would have been greater had it not been for Hurricane Iwa which temporarily closed the above hotels as well as many others.

As stated earlier, the remaining industries more or less maintained their employment in 1982.

Although the **manufacturing** industry endured temporary layoffs at some of its plantations the industry managed to retain its 1,300 jobcount.

Indicative of the deep recession in 1982, **trade** remained constant at 3,750 despite the opening of major tenants in the Kukui Grove Shopping Center.

Federal, state, and local government employment was nearly static, restricted by cutbacks in spending and loss of revenue.

The **other services** jobcount of 2,050 hardly fluctuated, even with film productions such as "The Thornbirds," a T.V. mini-series which provided 200 temporary jobs for local residents.

The **transportation, communication, and utilities** sector exhibited [redacted] change despite Princeville Airways' added service to Kamuela on the Big Island. Approximately 1,600 positions were available during 1982.

Kauai's **agricultural** industry ran into some trouble in 1982, resulting in a drop of 150 positions to 1,400. Heavy rains in the early part of the year delayed the ripening of sugarcane and set back harvesting. This factor along with the world sugar surplus caused four-week layoffs at three of the five plantations. The papaya industry had its problems, too. Papaya producers were confronted with a ban of their fruit in California due to the use of the EDB pesticide, and a pervasive fungus wiped out much of the crop at the beginning of the year. After Hurricane Iwa in late November, almost total destruction of the fruit occurred. Guava faced an oversupply situation in 1982 as Kilauea Agronomic's orchards produced larger yields than the market could bear. Aquaculture's importance in the county diminished with the end of Amfac's pilot prawn project at Mana. Only one prawn farm, Prawns of Hawaii, Inc., remains currently.

The Waiohai Hotel hosting a convention.

UNEMPLOYMENT

Hawaii reflected a dim labor market picture in 1982, as poor economic conditions set in. Consequently, the number of jobless expanded by 7,000 to 31,000 — an alarming 29 percent increase from the previous year. The resultant was a higher jobless rate of 6.7 percent. During the year, the unemployment rate fluctuated between 6.5 percent and 7.1 percent.

Following the statewide trend, unemployment rates for all counties rose over-the-year, with Honolulu SMSA having the lowest rate and Hawaii County the highest. Oahu (Honolulu SMSA) experienced a larger ratio in 1982, increasing by 1.2 percentage points to 6.1 percent. Joblessness was high in the Leeward area of Oahu (Census Tracts 73-100), which recorded an unemployment rate of 7.6 percent. The Wahiawa (CT 90-95) and Waianae (CT 96-98) districts in this area had even greater unemployment rates of 11.1 percent and 10.1 percent, respectively. The Windward (CT 101-113) and Honolulu (CT 1-72) areas had lower rates, 5.8 percent and 5.4 percent.

Hawaii County's rate of unemployed jumped by 2.2 percentage points to 9.9 percent. Areas of substantial unemployment on the Big Island were Puna (CT 210-211) with a jobless ratio of 17.0 percent, Kau (CT 212) at 15.1 percent, and North Kohala (CT 218) at 13.0 percent. Kona (CT 213-216) experienced the lowest unemployment rate of 7.6 percent during this period.

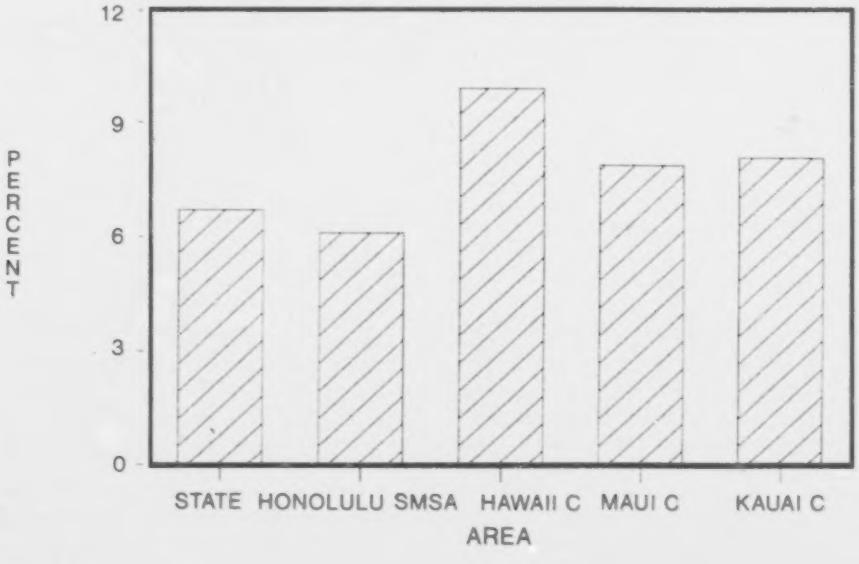
Maui County's rate stood at 7.9 percent, a gain of 2.0 percentage points over the previous year. Lanai and Molokai registered pronounced unemployment rates of 18.5 percent and 15.4 percent. These ratios reflect the seasonality of work, since both islands are largely engaged in pineapple growing and harvesting. Maui Island was at the lower end with a rate of 7.1 percent for 1982. Its subareas of Hana (CT 301) and Lahaina (CT 314-315) had even lower rates of 2.7 percent and 4.5 percent, respectively. Makawao (CT 302-305) and Wailuku (CT 306-313) registered larger ratios on the island, each showing 7.8 percent jobless.

The unemployment rate for Kauai County averaged 8.1 percent in 1982. In December, the jobless rate reached 12.3 percent as a result of Hurricane Iwa. Koloa (CT 406-407) and Hanalei (CT 401) had higher ratios of 12.0 percent and 10.7 percent for 1982. Lower rates were reported for Waimea (CT 408-410), 6.3 percent, and Kawaihao (CT 402-403), 6.5 percent.

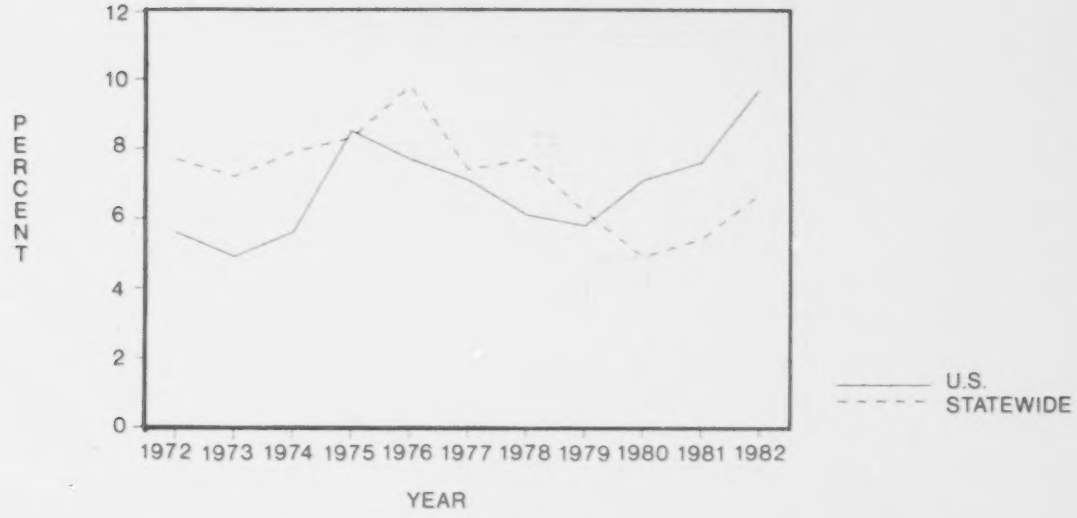
Compared to the rest of the nation, Hawaii fared much better than most of the states. Its rate of unemployed, 6.7 percent, was 3 percentage points below the nation's average of 9.7 percent. Only six other states had unemployment rates lower than Hawaii in 1982.

About one-half of the unemployed in Hawaii were job losers. Nine percent were on lay off. Those re-entering the labor force made up 24

STATEWIDE UNEMPLOYMENT RATES — 1982



UNEMPLOYMENT RATES U.S. & STATEWIDE, 1972-1982



REASONS FOR UNEMPLOYMENT U.S. AND HAWAII 1982

	United States	Hawaii
Total Unemployed (thousands)	10,678	31
Percent Distribution	100.0	100.0
Job Losers	58.7	48.6
on Layoff	20.1	8.8
Job Leavers	7.9	15.7
Reentrants	22.3	23.5
New Entrants	11.1	12.1

Source: U.S. Department of Labor, Bureau of Labor Statistics; "*Geographical Profile*" of *Employment and Unemployment, 1982* (Bulletin 2170), table 21.

percent of the jobless, while 12 percent of all unemployed persons were new entrants. Nearly 16 percent were job leavers. Interestingly, Hawaii's unemployed when compared to the nation's, seemed confident in getting a job since the proportions of reentrants, job leavers, and new entrants were higher. There were also fewer layoffs in Hawaii than nationally.

In response to the recession and high unemployment several supplemental programs were enacted to help the unemployed. The **Tax Equity and Fiscal Responsiblity Act of 1982** provides for a temporary program of additional weeks of unemployment benefits. This program known as **Federal Supplemental Compensation** (FSC) is funded entirely out of federal general revenues.

Claimants may qualify for FSC benefits if their benefit year ends on or before June 1, 1982, are unemployed and available for work, and meet certain eligibility requirements. The FSC is payable effective September 1, 1982 and ends on September 30, 1983. Depending on the level of the insured unemployment rate (IUR) in the state, the number of additional weeks payable to Hawaii claimants varies from 8 to 10 weeks.

Under the **Miscellaneous Revenue Act of 1982**, more ex-servicemembers became eligible for unemployment compensation. Unemployed veterans who were honorably discharged were eligible for up to 13 weeks of jobless benefits as a result of changes in the law governing ex-servicemembers. The Act provided for a partial restoration of jobless benefits for veterans.

Prior to the Act, jobless benefits for many veterans were virtually eliminated by 1981 amendments to the Unemployment Compensation Act for Ex-Servicemembers. The amendments disqualified persons who voluntarily left the service or were separated for cause. Unemployed veterans who were discharged on or after July 1, 1981, and who were held not eligible for benefits under the old provisions, were able to refile for jobless pay under the new eligibility rules. Benefits were to be paid, however, only for weeks of unemployment after October 25, 1982.

Some workers hit by layoffs in Hawaii's pineapple industry were determined eligible for unemployment benefits and job retraining assistance benefits. These benefits apply to workers whose unemployment was linked to increased imports of foreign-made products. Workers laid off at Del Monte's Honolulu cannery and Kualapuu plantation on Molokai and Dole's

Honolulu can plant and cannery were certified as eligible to apply for federally funded benefits under the **Trade Act of 1974**. To be eligible a worker must have been employed at the affected facility for at least six months out of the year prior to layoff. Trade adjustment allowance are payable only after a claimant's unemployment insurance benefits have been exhausted. Eligible workers are provided with weekly payments and a variety of help in preparing for and finding employment, such as job training employment services (counseling and job placement services), and job search and relocation allowances.

Workers who were unemployed as a direct result of Hurricane Iwa (1981) were eligible for jobless benefits under the federally funded **Disaster Unemployment Assistance Program**. Federal funds for this program became available when Kauai and Oahu were declared major disaster areas.

Disaster Unemployment Assistance provides temporary income to eligible persons, including the self-employed, who are out of work due to a major disaster. Benefits may be paid for up to 52 weeks, unless it is determined that unemployment in the area is no longer attributable to the disaster.

The average weekly benefit amount collected by unemployment insurance (UI) claimants was $124.34 in 1982, when the maximum benefit was $169.00. Claimants received weekly benefits for an average duration of 14 weeks.

The total benefit payments of $71.1 million were paid to UI claimants in 1982, leaving a balance of $101.6 million in the UI trust fund at year's end. However, the UI trust fund balance had dropped below the previous year's level of $106.3 million. This is indicative of more people unemployed and collecting benefits.

Descriptive information on all of the state's jobless people is virtually non-existent. However, a review of data compiled about Employment Service (ES) applicants and UI claimants will furnish some characteristics of Hawaii's unemployed. Both are surveys conducted in conjunction with the U.S. Department of Labor.

ES applicants are all persons, employed or unemployed, registered with an ES office and seeking jobs. UI claimants are included in ES data since registration is a prerequisite to collecting UI benefits.

The following are characteristics of ES applicants in fiscal 1982:

SEX

- Statewide, male ES applicants slightly outnumbered female applicants; Maui County had the highest proportion of males applicants — 54 percent.

AGE

- Persons 22-54 years of age made up the largest proportion of applicants at 70 percent. Those under 22 years old comprised the next biggest group at 23 percent. Maui had a noticeably higher proportion of applicants under 22 years old, about 31 percent.

EDUCATION

- More than 40 percent of all applicants had at least a high school education, and over 30 percent received an education beyond the 12th grade.

ETHNIC GROUPS

- Asian and Pacific Islander applicants predominated at 58 percent; Hawaii County recorded 49 percent, while Oahu reported 60 percent.
- Persons of white parentage represented 37 percent of all applicants throughout the state. On Oahu, the ratio was about one-third compared to a ratio of one-half in the neighbor island counties.

ELIGIBLE UI CLAIMANT

- Over one-third of all applicants were collecting UI benefits.

VETERANS

- Statewide, approximately one in seven applicants was a veteran. Vietnam-era veterans made up 6 percent.

HANDICAPPED

- Handicapped individuals represented 6 percent of all applicants; Maui's proportion was largest at 9 percent.

ECONOMICALLY DISADVANTAGED

- Roughly one-third of the state's ES applicants were classified as economically disadvantaged. Hawaii County had the largest share of economically disadvantaged, 46 percent, and Maui County had the lowest at 27 percent.

A survey of the **insured unemployed** is conducted during the second month of each quarter. The survey includes people who filed claims for UI benefits under the regular Unemployment Insurance program. Ethnic data has been added to the survey, and is presented here for the first time.

To qualify for benefits, an unemployed person must have: registered for benefits, been able to and available for work, registered for work, been unemployed for a waiting period of one week, and met the weeks-worked and wages-paid requirements.

It is important to note that the survey does not account for all unemployed persons. Persons out of work but not included in these statistics are:

- those who have exhausted all of their regular benefits;
- those who are entering the labor force for the

CHARACTERISTICS OF EMPLOYMENT SERVICE APPLICANTS STATEWIDE FISCAL YEAR 1982

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
TOTAL NUMBER	105,389	72,905	14,777	14,190	4,987
PERCENT DISTRIBUTION	100.0	100.0	100.0	100.0	100.0
SEX					
Male	52.5	52.2	53.3	54.0	52.1
Female	47.5	47.8	46.7	46.0	47.9
AGE					
Under 22	23.3	22.9	19.5	30.9	19.3
22-54	70.3	70.1	75.3	64.7	75.2
55 and Over	6.4	7.0	5.2	4.4	5.5
HIGHEST SCHOOL GRADE					
Under 12th	25.1	25.5	20.9	28.9	20.3
12th	42.4	42.0	44.6	41.1	47.2
Over 12th	32.5	32.5	34.6	30.0	32.4
ETHNIC GROUPS					
White	37.0	33.3	46.2	44.7	45.1
Black	2.1	2.7	.9	.6	.6
Hispanic	3.0	3.4	3.2	1.8	1.7
American Indian & Alaskan Native	.2	.2	.3	.2	.1
Asian & Pacific Islander	57.6	60.4	49.3	52.8	52.5
INA	.1	.1	.2	*	.1
ELIGIBLE UI CLAIMANT	39.4	40.4	39.8	32.7	43.6
VETERAN	13.1	13.9	13.3	9.6	11.9
Vietnam-Era	6.3	6.5	7.0	4.8	5.4
HANDICAPPED	6.3	5.9	6.2	9.1	4.8
ECONOMICALLY DISADVANTAGED	34.4	33.9	45.8	27.0	34.1
Welfare	14.3	16.7	12.3	5.1	8.4
CETA	2.6	3.6	9.7	.1	.2

Note: County totals may not add to the state total because an applicant may register at more than one Employment Service office but counted only once in the state total.
INA = Information Not Available.
*Less than .05 percent.
Source: Employment Security Automated Reporting System.

first time — entrants;
- those who are reentering the labor force after a period of absence — reentrants;
- those who delay or never file;
- those who quit voluntarily without good cause;
- those who are discharged for misconduct connected with their work; and
- those who are disqualified from receiving benefits for not complying with requirements to look for employment.

There were 13,394 insured unemployed in November 1982, about 5 percent more than the previous November's count of 12,773. Maui County recorded a noticeably higher number of claimants than a year ago — increasing almost 32 percent to 1,924.

SEX

- Male applicants were in the majority throughout the counties; their proportion was highest in Kauai County at 66.6 percent and lowest on Oahu at 63.0 percent.
- Statewide, the proportion of females collecting UI benefits was about the same as last year. Maui was the only county to experience a drop in female applicants, decreasing from 43 to 34 percent.

AGE

- About 57 percent of all claimants were between 25-44 years in 1982. Kauai County had the largest proportion of insured unemployed in this age group with 64 percent, while Oahu and Maui County exhibited the lowest, each with 55 percent.
- While the under 25 years group declined throughout the state, the 45-64 and 65+ groups increased for most of the counties.

ETHNICITY

- At 29 percent, whites were the predominant ethnicity of the insured unemployed. The proportion of whites was highest in Kauai County at 45 percent.
- Filipinos were the next largest ethnic group, 22 percent, followed by Japanese at 17 percent.

DURATION UNEMPLOYED

- Most of the insured unemployed were jobless 5-14 weeks during November 1982.
- Statewide, the percentage of claimants unemployed for 4 weeks or less and the percentage of those unemployed 15 weeks or longer increased over-the-year.

INDUSTRY

- Statewide, persons who had previously worked in construction, trades, services, and manufacturing continued to make up the bulk or over three-fourths of the claimants.
- The percent of claimants formerly employed in construction shrank. Kauai County registered a noticeably lower percent of construction claimants, decreasing by 19 percentage points to 36 percent. Maui County remained virtually unchanged at 31 percent.

OCCUPATION

- Those with structural work experience comprised the largest occupational group — roughly 30 percent of all claimants. The proportion of structural workers decreased over-the-year of the state and most counties. Kauai's proportion decreased by 21 percent, thus paralleling the decline of construction claimants.
- The next largest occupational group was clerical and sales, 16 percent, followed by services, 14 percent; and professional, technical, and managerial, 13 percent.

CHARAC

TOTAL
PERCENT DISTRIBUTION
SEX
Male
Female
AGE
Under 25 Years
25-44 Years
45-64 Years
65 Years and Over
ETHNICITY
White
Black
Hispanic
Hawaiian
Chinese/Korean
Filipino
Japanese
Others
INA
DURATION UNEMPLOYED
1-4 Weeks
5-14 Weeks
15 Weeks and Over
INDUSTRY
State Government
County Government
Agriculture
Construction
Manufacturing
Transportation, Communication and Utilities
Trades
Finance, Insurance and Real Estate
Services
All Others or INA
OCCUPATION
Professional, Technical, and Managerial
Clerical and Sales
Services
Farming, Fishing, and Forestry
Processing
Machine Trades
Bench Work
Structural Work
Miscellaneous
INA

Note: Totals may not add due to rounding. INA = Informat

TERISTICS OF THE INSURED UNEMPLOYED
NOVEMBER 1981, 1982

STATE		OAHU		HAWAII		MAUI C.		KAUAI	
1981	1982	1981	1982	1981	1982	1981	1982	1981	1982
12,773	13,394	8,992	8,942	1,635	1,791	1,462	1,924	684	737
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
64.0	64.1	63.4	63.0	68.7	65.7	57.0	66.5	74.9	66.6
36.0	35.9	36.6	37.0	31.3	34.3	43.0	33.5	25.1	33.4
16.8	15.8	16.3	15.5	19.8	18.1	15.7	15.4	17.8	16.0
56.8	56.5	56.0	55.3	60.3	60.9	54.4	55.1	65.2	63.9
25.1	26.0	26.4	27.5	19.1	19.8	27.4	27.9	16.5	18.5
1.3	1.6	1.3	1.7	.8	1.2	2.6	1.6	.4	1.6
27.2	29.4	22.6	25.8	48.3	42.4	26.0	28.3	39.2	44.6
.7	.9	1.0	1.2	.2	.8	.7	.3	.1	0
.8	.8	.9	.6	1.0	1.7	.1	0	.9	2.8
10.8	9.6	9.3	7.5	18.8	18.0	8.2	9.7	16.2	13.8
5.0	4.9	6.4	6.6	1.7	2.3	1.3	.8	1.5	1.0
19.1	21.5	18.4	21.7	13.2	15.0	28.2	26.6	22.5	21.3
18.3	16.7	19.9	18.0	15.4	17.0	12.2	10.7	17.1	15.2
15.8	14.4	18.8	16.9	1.0	1.2	20.6	20.4	1.0	.5
2.3	1.8	2.6	1.7	.4	1.4	3.4	3.3	1.5	.7
24.1	28.9	22.7	30.1	23.5	21.2	34.3	31.7	22.2	26.3
47.4	41.6	48.9	41.9	45.0	40.9	40.2	42.0	48.7	39.2
28.5	29.5	28.4	28.1	31.6	37.9	25.5	26.4	29.1	34.5
5.6	4.2	5.7	4.4	7.5	6.1	4.0	2.0	3.1	3.1
1.0	.9	.9	.9	1.5	1.3	.9	.5	1.0	1.5
4.6	5.8	2.2	3.3	3.0	4.1	23.2	19.3	.9	4.7
31.3	25.9	28.7	22.5	36.5	33.4	30.9	30.9	54.7	35.8
11.4	16.1	13.9	19.5	6.5	8.2	6.0	13.2	1.9	1.6
7.0	6.9	7.8	7.6	6.2	5.9	3.7	3.9	5.3	9.0
18.1	17.6	19.5	18.8	16.9	17.9	12.0	11.4	14.3	18.3
5.1	5.0	5.1	5.1	4.8	5.0	5.1	4.6	6.1	5.2
15.6	16.9	15.7	17.0	17.1	18.1	14.2	14.0	12.7	20.8
.4	.6	.5	.8	.1	.1	.1	.1	0	0
13.5	13.2	14.3	13.9	13.2	13.8	12.2	9.9	7.0	11.9
17.3	16.2	18.3	17.3	17.1	18.6	12.9	9.4	13.2	15.1
11.9	14.2	13.2	15.6	8.8	11.5	7.9	9.9	11.4	16.1
4.7	6.6	1.9	2.9	2.9	3.3	25.2	28.2	1.3	3.7
5.5	8.6	7.1	12.1	2.8	1.3	1.2	1.8	.1	1.5
2.8	2.5	2.9	2.6	3.1	3.0	2.7	2.1	1.5	2.4
1.2	1.0	1.5	1.1	.6	1.5	.4	.8	.7	.1
35.3	28.5	32.7	25.2	41.5	36.3	32.1	32.3	60.8	39.6
7.8	9.0	8.1	9.4	10.0	10.3	5.3	5.7	3.9	9.5
0	0	0	0	0	.3	0	0	0	0

Available.

HOURS AND EARNINGS

A survey of hours and earnings is conducted monthly by the Hawaii State Department of Labor and Industrial Relations in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. This sampling of wage information from selected industries throughout the state provides estimates of gross weekly earnings, length of work week, and hourly pay rates for non-supervisory workers. The sample includes all persons who work full- or part-time or receive pay during the week that includes the 12th of the month. Paid holidays, sick leave, overtime and vacation are included.

Between 1981 and 1982, all surveyed industries in the state showed increases in average weekly earnings, despite some cutback in the average number of hours worked per week.

Increases in average weekly earnings ranged from $1.30 in textile and apparel to $52.71 in communications and utilities. Communications and utilities workers also received the largest percent gain in gross wages, up 12.2 percent, followed by construction, up 9.2 percent. Weekly earnings rose the slowest in textile and apparel, averaging only a .9 percent increase in 1982. Construction workers had the largest gross pay — $519.10 a week. The textile and apparel industry was last with earnings of $151.94 per week.

Average weekly hours varied widely from industry to industry. Nonetheless, about half of the industries recorded shorter work weeks. Slight decreases in hours worked per week were evident in hotels (-.1 hours), wholesale trade (-.3 hours), construction (-.4 hours), and food processing (-.9 hours), as business activities slowed somewhat during the year. Those employed in communications and utilities led in hours worked with 43.9 hours, as compared to retail trade employees who worked the least number, 31.8 hours.

All industries except textile and apparel recorded higher average hourly earnings. Hourly pay raises ranged from 36 cents in food processing to $1.37 in construction. Workers in the construction industry were getting the highest hourly pay ($14.50), while workers in communications and utilities reported the largest percentage gain (11.1 percent). At the other end, textile and apparel workers were paid an average of $4.14 an hour. These employees saw their hourly pay drop by 1 cent over-the-year.

Developments in hours and earnings for

HOURS AND EARNINGS FOR SELECTED INDUSTRIES STATE OF HAWAII CALENDAR YEARS 1981 AND 1982 AVERAGES

	Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	1981	1982	1981	1982	1981	1982
Construction	$475.31	$519.10	36.2	35.8	$13.13	$14.50
Manufacturing	289.90	301.68	38.5	37.9	7.53	7.96
Food Processing	274.31	281.86	39.3	38.4	6.98	7.34
Textile and Apparel	150.64	151.94	36.3	36.7	4.15	4.14
Printing and Publishing	355.21	379.08	35.1	35.1	10.12	10.80
Communications and Utilities	433.70	486.41	43.5	43.9	9.97	11.08
Trade[1]	198.99	213.81	33.0	33.2	6.03	6.44
Wholesale	275.88	290.67	38.0	37.7	7.26	7.71
Retail	174.27	189.21	31.4	31.8	5.55	5.95
Finance	212.64	222.49	—	—	—	—
Hotels	193.64	208.98	32.6	32.5	5.94	6.43

[1]Excludes eating and drinking establishments.

Construction workers had the largest gross pay.

Honolulu SMSA basically reflected statewide data. Weekly earnings improved in all industries. Workers in communications and utilities had the biggest raise ($53.14), while construction workers had the largest weekly earnings ($520.17). At the opposite end, textile and apparel employees received the smallest gain of 51 cents and the smallest weekly paycheck of $152.30. In terms of percent increases, the communications and utilities industry experienced a hefty 12.3 percent gain; textile and apparel ranked last with .3 percent.

Cutbacks in hours worked occurred in printing and publishing (-.1 hours), wholesale trade (-.4 hours), and construction (-.5 hours). Hours increased on a weekly basis in textile and apparel and retail trade, each by .3 hours, and in food processing and communications and utilities, each by .4 hours.

Average hourly earnings ranged from $4.15 in textile and apparel to $14.53 in construction. Construction workers also had the largest pay raise per hour ($1.37). Textile and apparel workers were the only ones recording a decrease in hourly earnings, down $.02 to $4.15.

HOURS AND EARNINGS FOR SELECTED INDUSTRIES HONOLULU SMSA CALENDAR YEARS 1981 AND 1982 AVERAGES

	Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	1981	1982	1981	1982	1981	1982
Construction	$477.71	$520.17	36.3	35.8	$13.16	$14.53
Manufacturing	280.88	300.04	37.5	37.6	7.49	7.98
Food Processing	247.53	267.04	37.0	37.4	6.69	7.14
Textile and Apparel	151.79	152.30	36.4	36.7	4.17	4.15
Printing and Publishing	361.86	388.56	35.2	35.1	10.28	11.07
Communications and Utilities	431.52	484.66	43.5	43.9	9.92	11.04
Trade[1]	207.03	223.10	33.5	33.6	6.18	6.64
Wholesale	289.50	304.45	38.6	38.2	7.50	7.97
Retail	179.03	195.18	31.8	32.1	5.63	6.10
Finance	213.29	223.02	—	—	—	—
Hotels	192.99	212.88	32.6	32.6	5.92	6.53

[1]Excludes eating and drinking establishments.

OCCUPATIONAL NEEDS

Hawaii's job scene can be better ascertained by reviewing the supply and demand sides of the local labor market. One source of this information is the Hawaii State Employment Service (HSES). This agency processes jobs and workers for the public and private sectors and matches people with job openings. HSES local offices maintain data files on both job vacancies and job seekers, and their data provide some idea of what type of work opportunities exist in the state and what type of skills job applicants have. However, this is not the complete picture, for private employment agencies are not surveyed; only HSES statistics are presented here. A final word of caution: not all of the HSES applicants are unemployed. Some are working but are looking for additional or better employment.

WORKERS IN SURPLUS

During 1982, a weak economy prevailed in Hawaii, mainly due to the recession. Statewide, the HSES offices registered a total of 99,052 persons looking for work, while they received only 21,859 job listings from employers. These figures revealed a large surplus of workers, greater than the previous year, as jobseekers outpaced job openings by a ratio of nearly 5:1 compared to a ratio of 3:1 the year before. Hawaii County's surplus ratio of almost 7:1 was, not surprisingly, the largest as the county's jobless rate usually has the dubious distinction of ranking the highest among the counties. The smallest surplus ratio of 4:1 was recorded by Maui County, the area least affected by the slump in tourism. Oahu and Kauai counties had ratios of 5:1 each.

Statewide, approximately two-thirds of the HSES applicants were qualified for the occupations that they sought. The ratio of qualified to entry level applicants was particularly high in the processing, structural work, bench work, and professional, technical, and managerial occupations. Jobseekers desiring entry level work comprised about one-third of all applicants. They were in the minority in all occupational categories with the exception of the miscellaneous group, where they outdistanced the qualified applicants by a three to two margin.

HSES applicants throughout the state were principally from the clerical and sales (29 percent) and the services (22 percent) occupations. Generally, these persons were required to have

OCCUPATIONAL CLASSIFICATION OF REGISTERED APPLICANTS BY COUNTY, FISCAL YEAR 1982

	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
Total	99,052	76,739	15,591	14,432	4,777
Percent Distribution	100.0	100.0	100.0	100.0	100.0
Professional, Technical, and Managerial	14.1	14.7	13.2	9.1	12.3
Clerical and Sales	28.8	31.3	23.4	20.3	25.2
Services	22.4	25.4	16.7	17.3	23.6
Farming, Fishing, and Forestry	3.8	2.6	7.1	5.9	6.5
Processing	.7	.6	1.5	.4	.3
Machine Trades	2.8	3.1	2.8	1.9	2.6
Bench Work	1.2	1.4	.6	.6	1.0
Structural Work	11.3	9.4	14.9	15.4	16.2
Miscellaneous	15.0	11.5	19.9	29.2	12.2

Note: Percent totals may not add due to rounding. Count includes all applicants who were active at any time during FY 1982; it excludes those with invalid occupational codes. County totals do not add to State total due to purging.
Source: Employment Security Automated Reporting System.

only a minimal level of education to qualify for these jobs and they obtained the necessary skills through on-the-job training. Specifically, applicants in the first category were mainly clerks — general, administrative, accounting, sales, stock, and audit; cashiers; secretaries; general merchandise salespersons; clerk typists; and receptionists. Those in service occupations were predominantly waiters/waitresses, cooks, kitchen helpers, security guards, bartenders, housekeeping cleaners, and nurse aides. A significant proportion of applicants (15 percent), particularly in Maui and Hawaii counties, also came from various miscellaneous occupations such as truck drivers, bus drivers, and material handlers. Other occupational groups well-represented by HSES applicants statewide were the professional, technical, and managerial segment (14 percent) and the structural work field (11 percent). The former category was occupied mostly by teachers — secondary and elementary; managers — food service, retail, office, and sales; and administrative assistants. The latter were principally carpenters, construction workers, operating engineers, building maintenance repairers, cement masons, painters, and electricians.

Nearly one-half of the 33,287 active applicants were females. Following the general trend, they favored the clerical and sales (46 percent) and services (28 percent) occupations. Those belonging to the first category were largely clerks — general, administrative, accounting, sales, and audit; cashiers; secretaries; salespersons; clerk typists; and receptionists. Service occupations popular with the female applicants were waitresses, housekeeping cleaners, kitchen helpers, and bartenders. Another area of interest for females was the professional, technical, and managerial sector (16 percent). Those occupying this sector were mostly teachers of elementary and high school levels and office managers.

Applicants under 22 years old accounted for about one-sixth of all active applicants. While they were also heavily represented in the clerical and sales and services occupations, almost one-fourth were classified in the miscellaneous category. By contrast, a comparatively small proportion of young applicants (2 percent) was in the professional, technical, and managerial occupations.

Economically disadvantaged jobseekers, that is, applicants either receiving cash welfare payments or whose family incomes were below the poverty level, constituted more than one-third of the total active applicants. They, too, were mostly looking for employment in the clerical and sales and services occupations. Other areas which attracted them included the miscellaneous and structural work categories.

JOB OPPORTUNITIES

During fiscal year 1982 (October 1981 - September 1982), a total of 21,859 jobs were registered at the HSES offices. This figures represented 9,257 fewer available jobs and a precipitous drop of 30 percent in one year. While job vacancies declined drastically, the number of HSES applicants dipped by merely 3 percent. Job opportunities, thus, were largely restricted and mirrored the higher unemployment rate in FY 1982. As expected, most of the job openings, 14,873 or roughly 68 percent, occurred on Oahu. Maui County ranked next with 17 percent, Hawaii County reported 11 percent, and Kauai had 4 percent.

Approximately two-thirds of the jobs were in the clerical and sales and the services occupations. Another 12 percent involved structural work. Miscellaneous occupations comprised 8 percent of the job openings, followed by the professional, technical, and managerial group with 7

Clerical occupations will provide lots of jobs.

NONAGRICULTURAL JOB OPENINGS AND PLACEMENTS BY OCCUPATION BY COUNTY, FISCAL YEAR 1982

JOB OPENINGS	State	Honolulu SMSA	Hawaii County	Maui County	Kauai County
Total	21,859	14,873	2,376	3,688	922
Percent Distribution	100.0	100.0	100.0	100.0	100.0
Professional, Technical, and Managerial	6.5	7.0	7.5	3.6	6.3
Clerical and Sales	40.2	45.3	28.5	28.6	32.8
Services	25.1	20.1	38.0	34.6	35.9
Farming, Fishing, and Forestry	1.9	.7	5.9	3.9	3.3
Processing	2.2	1.7	2.1	4.3	.5
Machine Trades	2.3	2.5	2.0	1.9	1.1
Bench Work	1.6	1.9	1.3	.6	1.7
Structural Work	12.0	12.7	7.4	13.5	6.8
Miscellaneous	8.3	8.1	7.2	9.1	11.6
PLACEMENTS					
Total	15,032	9,381	2,256	2,755	645
Percent Distribution	100.0	100.0	100.0	100.0	100.0
Professional, Technical, and Managerial	3.4	2.8	6.9	2.0	5.4
Clerical and Sales	35.3	42.6	24.0	21.1	29.9
Services	22.8	18.9	27.8	29.1	34.4
Farming, Fishing, and Forestry	7.8	3.2	19.7	14.2	5.6
Processing	2.9	2.2	2.8	5.9	.5
Machine Trades	1.7	2.0	1.7	1.2	.6
Bench Work	1.3	1.6	1.3	.4	1.9
Structural Work	15.5	16.9	8.0	18.0	9.0
Miscellaneous	9.3	9.7	7.8	8.1	12.7

Note: Percent totals may not add due to rounding.
Source: Employment Security Automated Reporting System.

percent. For the most part, county distributions of the available jobs were similar to the state's pattern.

The HSES offices placed a total of 15,032 individuals in jobs during FY 1982. Oahu, naturally, recorded the largest number of placements, 9,381 or 62 percent. Repeating the same ranking that occurred with job openings, Maui County came next, posting 18 percent of the placements, Hawaii County followed, exhibiting 15 percent, and Kauai trailed with 4 percent. The occupational distribution of persons placed in jobs by HSES was more or less comparable to the job openings breakout.

The number of positions unfilled at the end of September 1982 amounted to 2,049. Of these slots, 1,394 or 68 percent were classified as hard-to-fill because they remained open for at least thirty days. Clerical and sales and services jobs comprised 64 percent or the bulk of the hard-to-fill positions. Although processing jobs constituted only 10 percent of such slots, they were, however, the most difficult to fill as 96 percent of this occupation remained unfilled after 30 days. Farming, fishing, and forestry jobs also reported a high percentage (77 percent) of hard-to-fill slots, probably due in part to the uncertain future of the sugar and pineapple industries.

Among the counties, Maui and Hawaii posted the biggest percentages of hard-to-fill jobs with 81.3 percent and 79.2 percent, respectively. Oahu's rate of 47.5 percent was much smaller and Kauai's rate of 43.9 percent was the lowest. Various reasons for jobs to remain unfilled include: requiring highly specialized education, knowledge, or experience; unattractive working conditions; shift work; undesirable location; low pay; and no advancement opportunities. Lack of transportation and housing may also hinder job filling, particularly on the neighbor islands.

UNFILLED JOB OPENINGS
HAWAII, FISCAL YEAR 1982

	Statewide	Honolulu SMSA	Hawaii County	Maui County	Kauai County
Unfilled Jobs					
Professional, Technical, and Managerial	162	94	32	30	6
Clerical and Sales	749	361	178	200	10
Services	564	132	205	211	16
Farming, Fishing, and Forestry	35	2	11	22	0
Processing	151	8	11	132	0
Machine Trades	59	36	6	16	1
Bench Work	34	29	1	4	0
Structural Work	155	36	35	78	6
Miscellaneous	140	32	22	84	2
Total	2049	730	501	777	41
Hard-to-fill Jobs					
Professional, Technical, and Managerial	89	42	22	21	4
Clerical and Sales	490	181	142	165	2
Services	397	54	162	171	10
Farming, Fishing, and Forestry	27	1	10	16	0
Processing	145	6	10	129	0
Machine Trades	41	23	5	12	1
Bench Work	18	13	1	4	0
Structural Work	103	14	32	56	1
Miscellaneous	84	13	13	58	0
Total	1394	347	397	632	18
Percent Hard-to-fill					
Professional, Technical, and Managerial	54.9	44.7	68.8	70.0	66.7
Clerical and Sales	65.4	50.1	79.8	82.5	20.0
Services	70.4	40.9	79.0	81.0	62.5
Farming, Fishing, and Forestry	77.1	50.0	90.9	72.7	0
Processing	96.0	75.0	90.9	97.7	0
Machine Trades	69.5	63.9	83.3	75.0	100.0
Bench Work	52.9	44.8	100.0	100.0	0
Structural Work	66.5	38.9	91.4	71.8	16.7
Miscellaneous	60.0	40.6	59.1	69.0	0
Total	68.0	47.5	79.2	81.3	43.9

Source: Employment Security Automated Reporting System.

JOB OUTLOOK

As the state continues its recovery from the economic recession of the past few years, more job expansion is anticipated. Tourism is gaining back its strength and with the implementation of the final tax cut phase, people's discretionary incomes will increase, thereby, affording more job growth.

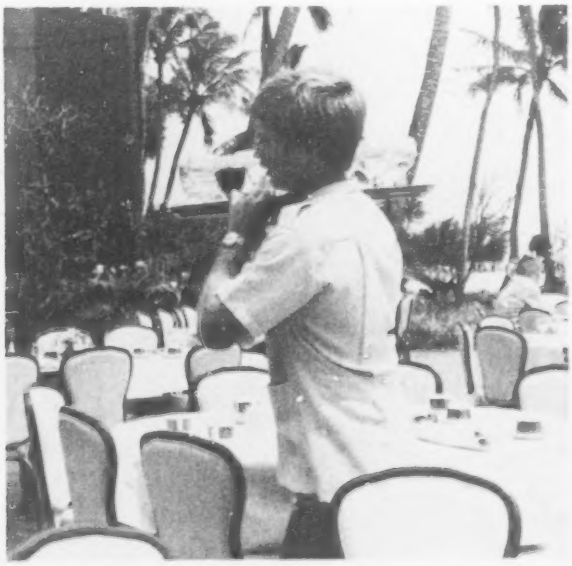
Employment opportunities will be greatest in the services and clerical occupations, the two largest occupational groups. The majority of services jobs will occur in food service as chain restaurants and fast food outlets continue their spread throughout the state. Gains will be substantial for waiters and waitresses, cooks, and kitchen helpers. Cleaning service workers should also experience a hefty increase in employment, bolstered by the reopening of the Halekulani Hotel on Oahu and the back-to-normal operations of several Poipu hotels on Kauai that were adversely affected by Hurricane Iwa. Clerical positions such as general office clerks, secretaries, bookkeepers, and typists will be in much demand due to the increasing volume of paperwork.

Professional, technical, and kindred occupations will also have job openings. Medical workers and health technologists and technicians will be readily sought because of population growth, the public's increasing health consciousness, and prepaid health plans. Along with these, a substantial amount of registered and licensed practical nurses and physicians will be needed.

Accountants, buyers and purchasing agents, and social workers are some other professionals whose services will be much desired. Lawyers and teachers of all educational levels, though in demand, may find themselves limited because of the current large supply.

Employment opportunities for construction craft workers will hinge on the health of the construction industry. Since the economy is expected to perk up in 1984, this group should see brighter days, mostly from commercial and government projects.

Job prospects will not be very good for the farming, fishing, and forestry occupations in 1984 due to the planned closings of Puna Sugar on the Big Island and Del Monte on Molokai. The sugar and pineapple companies continue to tighten their belts, attempting to preserve their operations in the face of stiff competition from foreign countries and other alternative substitutes.



Employment opportunities will be greatest in the service occupations.

BARRIERS TO EMPLOYMENT

Unemployment is only one problem confronting some of the individuals who are out of work. Many face additional barriers which have to be resolved before they can find a job and perform satisfactorily on that job. Barriers to employment can be due to inadequate educational attainment, child care services, transportation, and others which hinder these jobseekers from obtaining suitable long-term employment.

EDUCATION. The major barrier to employment is lack of education and/or job skill. Technological advances have produced more and new technical occupations, requiring experience or more education. Most employers still require a high school diploma or its equivalent even if they have little relationship to job skill. Dropouts are denied work not because they cannot do the job, but because they do not have the right "pieces of paper." In addition, current levels of joblessness give the employer a substantial supply of educated and skilled workers to choose from.

LANGUAGE PROBLEMS. The inability to speak fluent English can be an obstacle, particularly in holding a job. Both verbal and written instruction can be difficult to comprehend without a thorough knowledge of English.

In recent years, Hawaii has experienced a steady influx of newcomers from Asian and Pacific areas. Many of these people do not speak English well or still communicate in their native language, thus limiting their chances of obtaining gainful employment.

CHILD CARE SERVICES. Lack of child care centers is a frustrating barrier to all mothers who want to work and/or have to work. This deficit is especially frustrating to economically disadvantaged women, since relatively more poor families are headed by women. If they are unable to secure satisfactory child care, women with children often are forced to abandon their job search and withdraw from the labor force totally. In other cases, women accept less than full-time employment while the children are at school.

TRANSPORTATION. Many workers with low incomes must rely on public transportation to get to their place of employment. On Oahu, the public transit system with its limited feeder routes in rural areas creates problems for the economically disadvantaged. On the neighbor islands, new and developing jobs are primarily in resort areas situated in outlying rural districts where there is no or very limited public transportation to assist workers in commuting to job sites.

DISCOURAGEMENT. A subtle barrier to employment can be discouragement with the job market. Repeated job denials, failures, or other barriers may discourage disadvantaged individuals from continuing their job search. Many of these individuals place themselves out of the job market.

DISCRIMINATION. Though laws have been passed to stop discrimination, it still remains a very real barrier to many would be workers. Sex, race, physical handicap, age and arrest record are the most common illegal discriminatory criteria that employers sometimes use, blinding them to job specific qualification an applicant might have. As a result, these people often are forced into low paying occupations.

Disadvantaged older workers and youths generally encounter employment problems due to their age. Employers usually prefer to hire a younger worker over an older worker, especially if the job requires physical exertion. Teenage youths generally lack the experience and/or skills required for many types of jobs.

The Department of Labor and Industrial Relations has published "A Guide for Application Forms and Interviews" which list lawful and unlawful job interview inquiries. During pre-employment interviews, any inquiry is forbidden which is designed to elicit information as to race, color, ancestry, age, sex, religion, physical handicap, marital status or arrest and court record unless based on a bonafide occupational qualification. For more information contact the Enforcement Division of the Department of Labor.

OTHER BARRIERS. There are several other barriers keeping people from employment. These include: job hopping, employment history; unwillingness to relocate; personality conflict with employer; unrealistic salary demands; lack of interest due to some cash resources; garnishment; health problems such as handicapped, overweight, and physical and/or mental illness; personnel problems (lack of motivation, alcoholism or drugs); and care of family (elderly person or handicapped person).

SUMMARY OF SELECTED EMPLOYMENT AND TRAINING PROGRAMS

Providing extra assistance for those who may have difficulty finding employment, several programs are available for training, matching jobseekers with appropriate jobs, and various other employment opportunities and services. Both the federal and state governments provide the financial and legislative mechanisms for the operation of employment and training programs.

The Comprehensive Employment and Training Act (CETA) of 1973 was a landmark development in the federal government's approach to the provision of employment, training, and related services which seek to alleviate some of the problems caused by unemployment and underemployment. The CETA program expired at the end of September 1982 and is being replaced by the **Job Training Partnership Act (JTPA)** of 1982. The JTPA program is similar to the CETA program in that it seeks to help prepare people who are experiencing problems in getting a job.

Statewide, the program will serve about 10,000 persons, emphasizing training for jobs in the private sector. Work experience, on-the-job training, or education to develop one's skills in getting a job, counseling, orientation and assistance in seeking job opportunities are all part of the new Job Training Partnership program. It provides basic skills and experience in entry-level positions. It may encompass intensive training where program participants live together in a group setting such as Job Corps or where persons have individualized plans to assist them in obtaining skills to become members of the work force. Or, it may simply provide assistance to persons who already have job skills, but are temporarily unemployed due to business fluctuations.

Coupled with training, special services for program participants may also be provided. This includes job-related services like career counseling, job search training, job development, and placement assistance. Instruction and tutoring is another service for those lacking an adequate education. Other assistance such as health care, child care, residential support, or transportation may be available to enable individuals to participate in the jobs training programs.

Different programs have different requirements to qualify as a participant. Basically, one must be unemployed, employed part-time and want full-time employment, or in school and, for most programs, be economically disadvantaged. One may have to be unemployed for a certain minimum period of time or one or one's immediate family may have to be receiving some public assistance or supplemental social security income to qualify. For youth programs, the age requirement is between 14 and up to 22 years of age.

Also, some programs are targeted to specific groups that experience difficulties finding jobs such as women, older workers, minorities, veterans, handicapped, seasonal farm workers, refugees, or those with a criminal record. The state also has a special program which serves those who qualify as a "native Hawaiian" operated by Alu Like, Inc.

Although the Job Training Partnership Act program is funded by the federal government, training and work experience will be received in the business community, federal, state, or county governments. These training positions may be part-time or full-time and most of these training positions will provide experience in the career fields of "services," clerical, or maintenance-labor.

The **Apprenticeship Program** develops skilled craftworkers through an organized training program to meet the demand and supply needs of apprenticeable occupations. Requirements vary with the apprenticeship/occupation but, generally, individuals 16 years or older, with mental and physical capabilities to participate in the program, are eligible. An aptitude for the job and a high school education or passing the General Educational Development (GED) test are usually required.

During fiscal year 1982, the number of persons who were serviced by the program was 2,200.

Employment Service (ES) provides services to jobseekers and employers. All U.S. citizens and permanent resident aliens may register. Unemployment Insurance claimants (except union members in good standing with and receiving placement services from a union) and welfare and food stamp recipients who are able to work are required to register with ES.

ES regularly contacts employers in the private sector to solicit job openings and to assist employers in obtaining workers. Services offered are testing, counseling, job information and job placement. Job placement opportunities include

unsubsidized and subsidized employment. Supportive services include: child care, health, and transportation.

Employment Service placed a total of 14,346 applicants in jobs during fiscal year 1982.

The **Targeted Jobs Tax Credit (TJTC)** program is an inducement to private employers to hire workers from certain groups experiencing high unemployment or facing difficulty entering the labor force. TJTC is an elective income tax credit which can be applied to the wages that private employers pay to nine target groups of employees hired before January 1, 1985.

Under the TJTC program, employers who hire members of specific target groups can claim federal income tax credits of up to $3,000 in the first year of employment and up to $1,500 in the second year for each qualified employee hired. The credit applies only to employees hired into a business or trade. (Maids, chauffeurs and other household employees do not qualify for the credit.)

The target groups are: General Assistance (welfare) recipients; handicapped individuals referred by state vocational rehabilitation services or the Veterans Administration; Supplemental Security Income (SSI) recipients; economically disadvantaged Vietnam-era veterans; economically disadvantaged exoffenders; youth, 18-24, from economically disadvantaged families; youth 16-19, who are economically disadvantaged and participating in an approved cooperative education program; and recipients of Aid to Families with Dependent Children (AFDC) and WIN participants — whose program is due to expire at the end of September 1983. In addition, for eligible summer youth employees, 16-17, employers earn a tax credit of 85% of the first $3,000 in wages paid to those employees for up to 90 days between May 1 and September 15.

JTPA will provide job training for youths, 14 to 22 years of age.

OUTLOOK

In 1984, the state's economy is expected to pick up momentum, aided by a healthier national economy which in turn should boost tourism, a major component of our economic base. Inflation will remain manageable and interest rates, although probably still relatively high, will achieve some stability. As consumers gain confidence they will spend and invest more freely, fueling the recovery. Most industries should exhibit gains in employment. The only segments of the economy which may face uncertainty are manufacturing and agriculture. Hindering their growth will be the sugar and pineapple industries. Overall employment is foreseen to increase moderately and unemployment should dip, easing the jobless ratio.

Construction should experience an about-face in 1984 as investors are lured by the availability of more favorable financing terms. Leading the industry onward will be the commercial and government sectors with projects such as the Queen's Medical Center redevelopment project, the H-1 Keehi interchange project, the Barbers Point Deep Draft Harbor, and the Tripler Army Medical Center's renovation on Oahu; the airport expansions on the Big Island, Maui, and Kauai; and the Hilo Hospital project. Residential construction will include condominiums, namely Century Park Plaza and Waikiki Beach Tower on Oahu, Makena Surf on Maui and Mauna Lani Terrace and The Villas on the Big Island, and numerous single family housing developments in all counties.

The fate of **manufacturing** appears to be troubled in 1984. A world oversupply, low prices, and stiff competition in the sugar and pineapple industries will stifle growth. Oahu Sugar Company and Waialua Sugar Company will be cutting back sugar production, while Puna Sugar Company on the Big Island will close completely. Pineapple, also, will have losses with the shutdown of Del Monte's pineapple canning operations on Oahu. The prospect of attracting high technology to the state is still very premature.

A sector holding more promise is **transportation, communication, and utilities.** Transportation employment is expected to advance if the number of visitors continues to increase. Optimism seems to be prevailing as several airlines have commenced direct flight service from the Mainland to Kahului, Maui and Kona, Hawaii — United Airlines and Pacific East Air fly directly to both towns and SunTrips of California flies nonstop to the latter. These direct flight additions

United Airlines is one of several airlines flying directly to the Neighbor Islands.

may attract more visitors to the state and create a more equitable distribution of tourists among the counties. Regardless, more jobs should be generated with improvements and expansion of services in the communication and utilities fields.

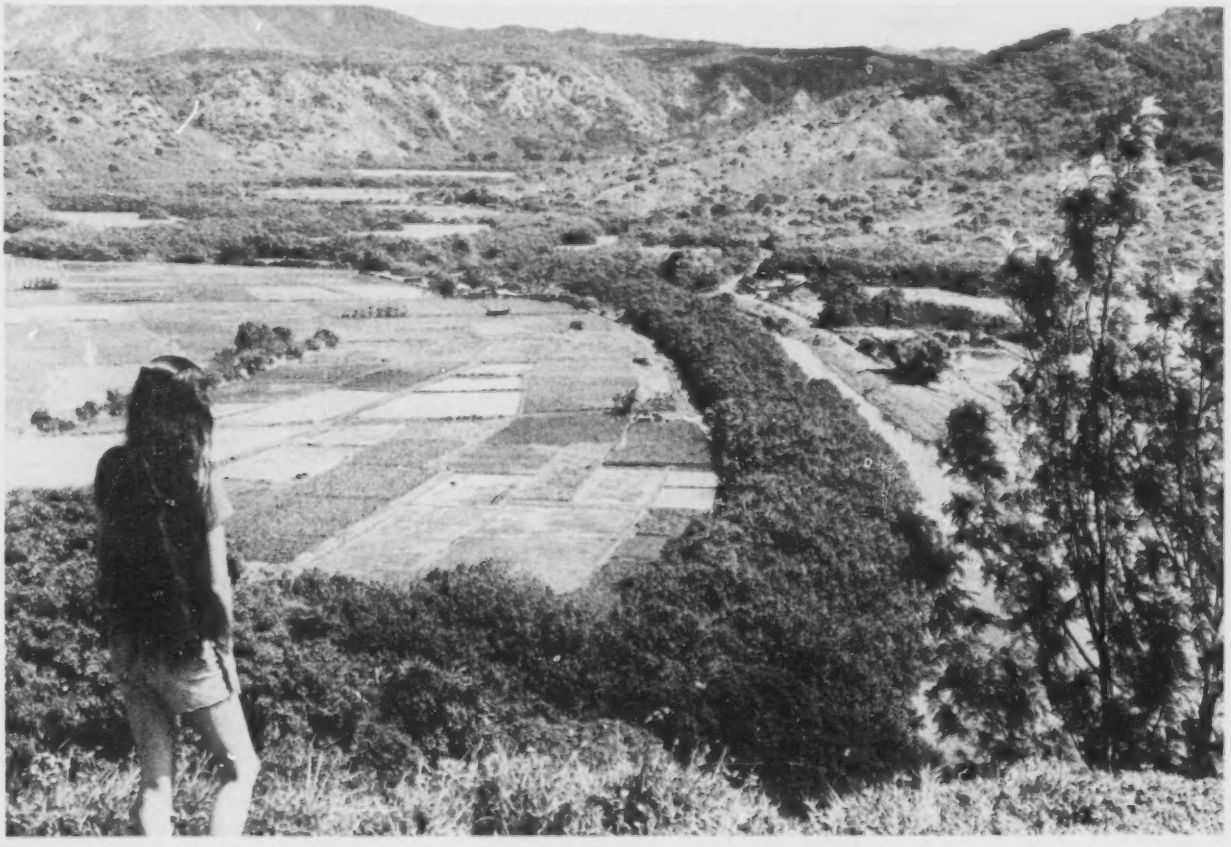
Jobs in **trade** will also be enhanced by a turned around economy. The industry will prosper from consumers' freer spending habits. While no major shopping centers are planned for 1984, there will be several newly opened retail outlets by then, which will surely boost trade employment. These include a Longs, two Safeways, a Pay 'n Save, and a Penney's. Plenty of retail space still remains vacant in shopping centers such as Windward Mall, Ward Centre, and Kukui Grove, awaiting improved economic conditions.

As the economy perks up the **finance, insurance, and real estate** sector should follow accordingly, influenced by more stable interest rates.

With the anticipated strengthening of tourism in the islands, **hotel** jobs should reflect a modest gain. A full year's operation of the recently reconstructed Halekulani Hotel on Oahu and the Mauna Lani Bay Hotel on the Big Island will account for some of the increase. In addition, Sheraton Kauai's East Wing damaged by Hurricane Iwa will be restored and a new restaurant and conference facility will be ready in 1984. **Other services** will also benefit from more tourists and an economic revival. With additional support from the state forthcoming, the film industry will be able to attract more film productions and aid in the promotion of tourism.

Government jobs, while being restrained by cutbacks in spending, will manage to increase in 1984 in order to preserve services to an expanding population.

Agriculture will continue to be enmeshed in a variety of problems. The world oversupply of sugar and pineapple and resulting low prices will leave their mark on the local scene. Puna Sugar on the Big Island and Del Monte on Molokai will close, while others will reduce their acreage. Papaya production is far from recovering from Hurricane Iwa and an earlier bout with fungus, and marketing techniques as well as markets have to be more fully developed for flowers, foliage, prawns, macadamia nuts, and guavas. Until the share of other agricultural products plays a more significant role, the industry as a whole will have to struggle to retain its employment count.



The agricultural industry is undergoing reassessment and adjustment.

DEFINITIONS

TOTAL RESIDENT POPULATION includes current residents, residents who are temporarily absent, and armed forces stationed in Hawaii. Excluded are visitors present as well as former residents attending school or serving in the armed forces on the Mainland or abroad.

CIVILIAN RESIDENT POPULATION includes all civilian residents living in the State, those residents temporarily absent from the State, and civilian dependents of military personnel stationed in Hawaii. It excludes visitors and all military personnel.

CIVILIAN LABOR FORCE is the total labor force excluding those individuals in the armed forces, i.e., all civilians, 16 years and over, classified as employed or unemployed.

EMPLOYED is a count of the total number of individuals who are working in Hawaii, regardless of how many jobs a single individual may have. Essentially, each working person is counted only once. It makes no difference whether the person has one job, two jobs, or any number of jobs. Employed persons are defined as those who:

- work as paid employees, or work in their own business, profession, or farm, or work at least 15 hours as unpaid family workers in a family-operated enterprise;
- are not working but have jobs or businesses from which they are temporarily absent; or
- work and are citizens of a foreign country, temporarily in the United States, and are not living on the premises of an Embassy.

Excluded are those whose only activity consists of work around their own home (such as housework, painting, and repairing) or those involved in volunteer work.

UNEMPLOYED is the number of individuals who are not working and who:

- make specific efforts to find a job and are available for work;
- are waiting to be called back to a job from which they have been temporarily laid off; or
- are waiting to report to a new job within 30 days.

UNEMPLOYMENT RATE is the percentage of people in the civilian labor force who are unemployed (unemployed divided by civilian labor force).

WAGE AND SALARY JOBS **NONAGRICULTURAL WAGE AND SALARY JOBS** represent a count of jobs in private industry, excluding agriculture, and of civilian jobs in government. The basis for this figure is the total number of jobs tabulated from establishment payrolls during the survey week in each month (the week which includes the 12th). Included are both permanent and temporary jobs and those which are full-time or part-time. Employees on a payroll listing who are on paid sick leave (when pay is received directly from the employer), on paid holiday, paid vacation, or who worked during any part of the survey week are counted. Persons on the payrolls of more than one establishment during the same reference week are counted in each establishment which reports them, whether the duplication is due to turnover or multiple job holding. The enumeration does not include pensioners, members of the armed forces, self-employed, domestics in private households or unpaid family workers, and persons on leave of absence without pay.

AGRICULTURAL WAGE AND SALARY JOBS represent a count of jobs in agriculture. These estimates are derived in cooperation with the State Department of Agriculture.

GEORGE R. ARIYOSHI, Governor
State of Hawaii

JOSHUA C. AGSALUD, Director
ROBERT C. GILKEY, Deputy Director
Department of Labor and Industrial Relations

Prepared by:
RESEARCH AND STATISTICS OFFICE
FREDERICK PANG, Chief

LABOR MARKET AND EMPLOYMENT SERVICE RESEARCH SECTION
NAOMI HARADA, Supervisor
CLAIRE MASAKI, Research Statistician
VICKI LAU, Research Statistician
LELANI TERUYA, Research Statistician
ALLAN WONG, Research Statistician

Data from:
LABOR FORCE INFORMATION UNIT
OPERATING STATISTICS AND STATE PROGRAM RESEARCH SECTION

In Cooperation with:
EMPLOYMENT SERVICE DIVISION
ROBERT AGENA, Administrator

Affiliated with:
EMPLOYMENT AND TRAINING ADMINISTRATION,
U.S. DEPARTMENT OF LABOR

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